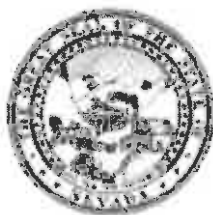


STATE OF NEVADA

BRIAN SANDOVAL  
*Governor*

Members of the Board

PHILIP E. LARSON, Chairman  
BRENT C. ECKERSLEY, ESQ., Vice-Chairman  
SANDRA MASTERS, Board Member



BRUCE BRESLOW  
*Director*

BRUCE K. SNYDER  
*Commissioner*

MARISU ROMUALDEZ ABELLAR  
*Executive Assistant*

DEPARTMENT OF BUSINESS AND INDUSTRY  
**LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT  
RELATIONS BOARD**

2501 E. Sahara Avenue, Suite 203, Las Vegas, Nevada 89104  
(702) 486-4504 • Fax (702) 486-4355  
[www.emrb.state.nv.us](http://www.emrb.state.nv.us)

August 19, 2015

**MINUTES OF THE MEETING OF THE LOCAL GOVERNMENT  
EMPLOYEE-MANAGEMENT RELATIONS BOARD**

A meeting of the Local Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, August 18, 2015, at the hour of 8:00 a.m., and continuing on Wednesday, August 19, 2015, at the hour of 8:30 a.m., at the Local Government Employee-Management Relations Board, 2501 E. Sahara Avenue, Room 203, Las Vegas, Nevada 89104.

The following Board members were present:

Philip E. Larson, Chairman  
Brent C. Eckersley, Esq., Vice-Chairman  
Sandra Masters, Board Member

Also present:

Bruce K. Snyder, Commissioner  
Scott Davis, Deputy Attorney General

Members of the Public Present:<sup>1</sup>

Sean McDonald, Esq., Urban Law Firm  
Frank Flaherty, Esq., Dyer Lawrence  
Kristin Martin, Esq., Davis Cowell & Bowe  
Scott Greenberg, Esq., Clark County School Dist.  
Larry Griffith, Teamsters, Local 14  
Grant Davis, Teamsters, Local 14  
Manny Villanueva, Teamsters, Local 14

**PRELIMINARY MATTERS**

**1. Call to Order**

The Board meeting was called to order by Philip E. Larson, Chairman, on Tuesday, August 18, 2015, at 8:00 a.m.

<sup>1</sup> Apart from those attending the hearing (item 4).

2. **Public Comment**  
No public comment was offered.
3. **Approval of the Minutes**  
The Board approved the minutes as presented for the telephonic Board meeting held July 29, 2015.

<b>CASES</b>
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**HEARING CALENDAR**

4. **Case 2015-006**  
**Clark County School District v. Clark County Education Association**  
The EMRB was notified on August 17, 2015 that the case had settled and had subsequently received a Stipulation and Order of Dismissal, which upon motion was approved as presented, with each side responsible for its own attorney fees and costs.

**STIPULATION CALENDAR**

5. **Case A1-046130**  
**Service Employees International Union, Local 1107 v. Clark County**  
Upon motion, the Board approved the Stipulation of Dismissal and Order, as presented, with each side responsible for its own attorney fees and costs.
6. **Case A1-046138**  
**Education Support Employees Association and Police Officers Association of the Clark County School District v. Clark County School District**  
Upon motion, the Board approved the Stipulation to Dismiss Education Support Employees Association's claim against Clark County School District, as presented, with each side responsible for its own attorney fees and costs.
7. **Case A1-046139**  
**SEIU, Local 1107 v. Southern Nevada Health District**  
Upon motion, the Board approved the Stipulation and Order of Dismissal, as presented, with each side responsible for its own attorney fees and costs.

**MOTION CALENDAR**

8. **Case 2015-006**  
**Clark County School District v. Clark County Education Association**  
Respondent Clark County Education Association's Motion to Waive Limitation on Representation was moot as the case settled (see Item 4 above) and thus the Board took no action on the motion.

**CALENDAR FOR MISCELLANEOUS MATTERS RELATED TO CASES**

9. **Case A1-045735**  
**International Brotherhood of Teamsters, Local 14, AFL-CIO v. Clark County School District and Education Support Employees Association**  
Commissioner Snyder reviewed the status of the election as well as the changes in the election plan as compared to when the Board first adopted the election plan in June. The Board then took public comment from the attorneys of record on the case regarding the changes. Upon motion, the Board approved the Amended Election Plan as presented.
10. **Case A1-046068**  
**Elko County Employees Association v. Elko County**  
The Board finished its deliberation on the hearing previously held, and upon motion held 2-1 that there was no personal reasons or sex discrimination and accordingly found in favor of the Respondent. On a separate motion the Board unanimously declined to award any attorney fees or costs in the case.
11. **Case 2015-011**  
**SEIU, Local 1107 v. Clark County**  
Upon motion, the Board agreed to hear the case on September 14 and 16, 2015. The Board also decided to invite persons to submit amicus briefs on the legal issues of the case, which would be due on September 8, 2015. Furthermore, the Board decided that Petitions to Intervene must be filed by August 24, 2015, and that any opposition to such petitions must be filed by September 1, 2015. The Board would then hold a telephonic meeting on September 3, 2015, at 8:30 a.m. to decide the intervention petitions.
12. **Case 2015-015**  
**Mason Valley Fire Protection District v. Mason Valley Firefighters Association, IAFF Local 4642**  
Upon motion, the Board decided the Petition for Declaratory Order of NRS 288.180(1) Applicability to a Newly Recognized Exclusive Bargaining Agent as follows: (1) that it would adopt its prior order from 1991 in Item Number 270; (2) that the February 1<sup>st</sup> deadline mentioned in NRS 288.180(1) does not apply to newly recognized bargaining units; and (3) that in this case the parties may negotiate items requiring the budgeting of monies for the fiscal year beginning July 1, 2015.
13. **Cases in the Queue for Future Hearing or Settlement Conference**  
Upon motion, the Board ordered a mandatory settlement conference for the following cases: 2015-012, Police Officers Association of the Clark County School District v. Clark County School District.  
  
The Board also agreed to hear the following cases: 2015-003, John Ducas v. Las Vegas Metropolitan Police Department in January 2016 and 2015-001, Bramby Tollen v. Clark Co. Association of School Administrators and Professional-Technical

Employees in February 2016.

<b>GENERAL AGENCY MATTERS</b>
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**14. Schedule of Future Board Meetings**

The Board reviewed the proposed schedule and made changes to the following for 2015 and 2016:

<u>Dates</u>	<u>Location</u>	<u>Hearings on Cases</u>
September 14-17, 2015	Las Vegas	A1-045847 through A1-045864; A1-046119, consolidated with A1-046121; and 2015-011
October 12, 13, & 14, 2015	Las Vegas	A1-046113 & A1-046128
November 17, 18, & 19, 2015	Las Vegas	A1-046133
December 8, 9, & 10, 2015	Las Vegas	A1-046120
January 12, 13, & 14, 2016	Las Vegas	2015-003
February 9, 10, & 11, 2016	Las Vegas	2015-001
March 1, 2, & 3, 2016	Las Vegas	Not yet assigned
April 12, 13, & 14, 2016	Undetermined	Not yet assigned
May 10, 11, & 12, 2016	Undetermined	Not yet assigned
June 14, 15, & 16, 2016	Undetermined	Not yet assigned
July 12, 13, & 14, 2016	Undetermined	Not yet assigned
August 16, 17, & 18, 2016	Undetermined	Not yet assigned
September 13, 14, & 15, 2016	Undetermined	Not yet assigned
October 11, 12, & 13, 2016	Undetermined	Not yet assigned
November 8, 9, & 10, 2016	Las Vegas	Not yet assigned
December 13, 14, & 15, 2016	Las Vegas	Not yet assigned

**15. Report of the Deputy Attorney General**

Deputy Attorney General Davis reported that the Petition for Writ of Prohibition, filed by ESEA, seeking to stay the election, was denied by the District Court judge. He further reported that a judge denied Las Vegas Metropolitan Police Department's petition to stay the EMRB's order in the O'Leary case.

**16. Reports by the Commissioner**

**A. Report on Cases Currently Outstanding.**

Commissioner Snyder distributed the log of open cases and briefly discussed the contents of the log. He specifically mentioned that in the next two months there will be up to 12 cases entering the queue, waiting for a hearing date, and that this issue should be discussed further next month.

**B. Report on Deputy Attorney General's Hours for Last Fiscal Year.**

Commissioner Snyder presented a log of hours worked by Deputy Attorney General Davis for last fiscal year and thanked Mr. Davis for providing the log. He further stated that he and Marisu went through the log and only saw about five hours that in retrospect should have been done by staff. The goal was to

keep the number of hours to no more than 857 hours per year. This report showed 950 hours were used. However, the number would have been less than 857 hours absent the number of hours spent on the election held this past fiscal year.

C. Status of Proposed Amendments to the Election Regulations.

Commissioner Snyder stated that the Legislative Counsel Bureau has indicated that they believe the EMRB, through regulations, cannot seek to have employee organizations reimburse it for costs associated with elections and that the LCB would put a note on any such regulation if and when it would be presented to the Legislative Commission. Because of this, and also due to the fact that the other part of the regulation setting the standard for determining the "winner" of the election is currently in court, it was recommended that the proposed amendments to the election regulations be placed on hold and that the LCB be notified at this time not to develop the formal draft.

**17. Items for Future Agendas**

No items were mentioned for any future agendas.

<b>CLOSING MATTERS</b>
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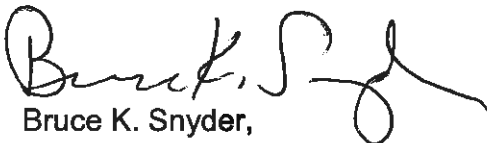
**18. Comments by Board Members**

No comments were made by any Board members.

**19. Additional Period of Public Comment**

No public comment was offered.

Respectfully submitted,



Bruce K. Snyder,  
EMRB Commissioner

